

# Direct Support Professional Development



## Direct Support Professional Development

*Building Careers and  
Enhancing Lives in Indiana*

### Ivy Tech Direct Support Professional Certificate in Human Services

#### What's in it for DSPs?

- College Credits
- Higher Pay
- Better Training
- Improved Career Options
- National Credentials
- Increased Peer Support

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### Center on Community Living and Careers



INDIANA UNIVERSITY

INDIANA INSTITUTE ON  
DISABILITY AND COMMUNITY

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Indiana direct support professionals (DSPs) working with people with developmental disabilities now have new opportunities to earn higher pay, obtain national credentials, and receive career-enhancing education and training.

The Direct Support Professional Development program is a training initiative designed to support DSPs and help them gain new information, learn new skills, and make career connections. The program was created through a unique partnership of the Center on Community Living and Careers (CCLC) at the Indiana Institute on Disability and Community (IIDC) at Indiana University, Ivy Tech Community College, the state of Indiana's Division of Disability and Rehabilitative Services (DDRS), and nine participating service providers as well as self-advocates, families, direct support professionals themselves, and a broad coalition of state and professional organizations.

DSPs working for any of the nine participating service providers are now eligible to enroll in the first of what will be three Direct Support Professional Development education and career pathway choices (see reverse side). The three pathways are 1) the Ivy Tech Direct Support Professional Development Certificate in Human Services, 2) the Indiana College of Direct Support, and 3) the Department of Labor's Apprenticeship program.

Components of the Ivy Tech Direct Support Professional Certificate pathway are:

#### Foundations—Onsite and Online Orientation & Training

Foundations, the first level of training, is a six-day competency-based orientation. Taught either onsite or online by agency-based trainers, Foundations provides DSPs with a minimum standard of competency via six modules: Medication Administration; First Aid and CPR; Abuse, Neglect, and Exploitation; Person-centered Service Delivery; Health and Wellness; and Communication. Modules include pre- and post-tests and a competency checklist, which is completed by the DSP's site supervisor.

DSPs who successfully complete Foundations receive two Ivy Tech credits and a DDRS-endorsed Certificate of Achievement.

A database tracks the progress of DSPs who participate in the program, so they can be assured their credits and certifications travel with them in the event they should relocate or switch jobs.

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### Participating Service Providers

Direct support professionals working for any of the following nine Indiana agencies providing services to Hoosiers with developmental disabilities are eligible to enroll in Foundations and Ivy Tech Direct Support Professional Development Certificate in Human Services courses.

**ADEC**

**Arc BRIDGES**

**Cardinal Services**

**Carey Services**

**Opportunity Enterprises**

**Options**

**Passages**

**Pathfinder Services**

**Stone Belt**

### Direct Support Professional Certificate in Human Services—Ivy Tech Courses

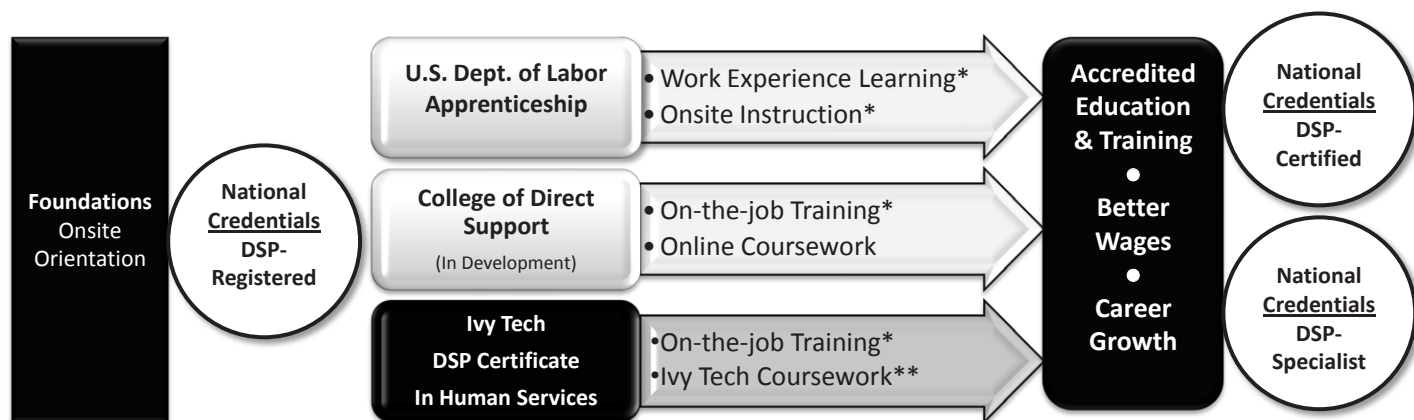
The second level of training, the DSP Certificate program, offers DSPs five, 3-hour courses (15 credit hours), which build upon the 2 credit hours from the Foundations orientation. Direct Support Professional Certificate courses include Introduction to Disabilities, Health and Wellness, Community Integration, Disability Support Teams, and Positive Personal Supports. Courses are aligned with national standards and competencies as set forth by the National Alliance of Direct Support Professionals.

### Resources

For more information about Direct Support Professional Development or the Ivy Tech DSP Human Services Certificate, contact Mary Held at the Center on Community Living and Careers, (812) 855-6508, or at [maheld@indiana.edu](mailto:maheld@indiana.edu). For additional resources on DSPs, see the National Alliance of Direct Support Professionals, [www.nadsp.org](http://www.nadsp.org), or the Indiana Institute for Disability and Community, [www.iidc.indiana.edu/training](http://www.iidc.indiana.edu/training).

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\*Includes 200 hours of instruction, 300 hours of on-the-job training or work experience.

\*\*College credits earned upon completion.